

California Department of Human Resources
Bargaining Unit 12 (IUOE) - Budgetary MOU Summary
4 Year Agreement
(Dollars in Thousands)

Rank and File		2016-17			2017-18			2018-19			2019-20			Total Budgetary		
Proposal	Effective Date	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
3% GSI	7/1/16	\$7,561	\$16,307	\$23,867	\$7,561	\$16,307	\$23,867	\$7,561	\$16,307	\$23,867	\$7,561	\$16,307	\$23,867	\$30,243	\$65,226	\$95,470
4% GSI	7/1/17				\$10,384	\$22,394	\$32,778	\$10,384	\$22,394	\$32,778	\$10,384	\$22,394	\$32,778	\$31,151	\$67,183	\$98,334
3% GSI	7/1/18							\$8,099	\$17,468	\$25,567	\$8,099	\$17,468	\$25,567	\$16,198	\$34,935	\$51,134
5% + 5% SSA - Heavy Equipment Mechanics	7/1/16 7/1/17	\$538	\$1,756	\$2,294	\$1,125	\$3,669	\$4,794	\$1,142	\$3,727	\$4,869	\$1,142	\$3,727	\$4,869	\$3,947	\$12,878	\$16,825
5% + 5% SSA - Telecom Technicians	7/1/16 7/1/17	\$218	\$577	\$795	\$455	\$1,206	\$1,661	\$462	\$1,225	\$1,687	\$462	\$1,225	\$1,687	\$1,596	\$4,234	\$5,830
5% SSA - Electricians	7/1/16	\$1,337	\$1,446	\$2,782	\$1,390	\$1,504	\$2,894	\$1,432	\$1,549	\$2,980	\$1,432	\$1,549	\$2,980	\$5,590	\$6,047	\$11,637
\$82 Footwear Allowance (CHP and CDCR)	8/1/16	\$201	\$57	\$258	\$201	\$57	\$258	\$201	\$57	\$258	\$201	\$57	\$258	\$803	\$227	\$1,030
\$200 Uniform Reimbursement Increase (Calfire and Parks)	8/1/16	\$28	\$61	\$89	\$31	\$66	\$97	\$31	\$66	\$97	\$31	\$66	\$97	\$120	\$259	\$379
Health Flat 80/80 Rate	8/1/16 12/1/16 12/1/17 12/1/18	\$2,491	\$5,373	\$7,864	\$4,273	\$9,216	\$13,490	\$6,326	\$13,643	\$19,969	\$7,204	\$15,536	\$22,740	\$20,294	\$43,769	\$64,063
1.9% OPEB	7/1/17				\$3,167	\$6,830	\$9,997	\$3,167	\$6,830	\$9,997	\$3,167	\$6,830	\$9,997	\$9,500	\$20,489	\$29,990
1.4% OPEB	7/1/18							\$2,403	\$5,183	\$7,587	\$2,403	\$5,183	\$7,587	\$4,807	\$10,367	\$15,174
1.3% OPEB	7/1/19										\$2,232	\$4,813	\$7,045	\$2,232	\$4,813	\$7,045
Total Rank and File Costs		\$12,373	\$25,575	\$37,948	\$28,585	\$61,249	\$89,835	\$41,207	\$88,449	\$129,656	\$44,317	\$95,155	\$139,471	\$126,482	\$270,427	\$396,910
Non-adds																
\$1200 Payroll Transitional Supplement (Caltrans) - One Time	12/1/16	\$	\$5,692	\$5,692										\$	\$5,692	\$5,692
80-Hour Leave Cash Out (additional 60 hours)	6/1/17	\$5,314	\$11,462	\$16,776	\$5,527	\$11,920	\$17,447	\$5,693	\$12,278	\$17,971	\$5,693	\$12,278	\$17,971	\$22,227	\$47,938	\$70,165
\$2 Increase to Overtime Meal Tickets (CDCR & Caltrans)	8/1/16	\$1	\$12	\$13	\$1	\$13	\$14	\$1	\$13	\$14	\$1	\$13	\$14	\$3	\$53	\$56
Total Rank and File Non-adds		\$5,315	\$17,166	\$22,481	\$5,528	\$11,934	\$17,462	\$5,694	\$12,291	\$17,985	\$5,694	\$12,291	\$17,985	\$22,230	\$53,683	\$75,913
Grand Total Rank and File		\$17,688	\$42,741	\$60,430	\$34,113	\$73,183	\$107,296	\$46,901	\$100,740	\$147,641	\$50,010	\$107,446	\$157,456	\$148,713	\$324,110	\$472,823